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2018

M.B.A. with a Concentration in Human Resource Management 2018-2019

Nova Southeastern University

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M.B.A. With A Concentration in Human Resource Management 2018-2019

NEW CERTIFICATE OPTIONS

In Fall 2018 a new five course [Human Resource Management Certificate](#) will be offered.

CONTACT US

Graduate Admissions

(954) 262-5168
800-672-7223 ext. 25168
hcbeinfo@nova.edu

Your achievements as a leader depend on how well you balance the team dynamics of leadership and followership. Executives and leaders in HR must effectively manage, motivate, and compensate their employees. The Huizenga College of Business' M.B.A. with a Concentration in Human Resource Management program provides a unique perspective on interpersonal and organizational behaviors, and teaches various approaches for managing and motivating employees. Enrolling in the M.B.A. with a Concentration in Human Resource Management program requires that you take many of the traditional courses associated with a general M.B.A. program, along with courses that have been tailored to HR topics. Upon graduation you will be prepared to lead your company's human resource activities, helping achieve your organizational goals and objectives. You will gain a solid understanding of general business administration acumen, coupled with specialized HRM skills sets in implementing new procedures, solving conflicts, employee benefits and compensation, training personnel.

Admissions Deadlines:

Winter I 2019: December 21, 2018
Winter II 2019: March 4, 2019
Summer 2019: April 22, 2019
Fall I 2019: August 5, 2019
Fall II 2019: October 7, 2019

Program Features

- M.B.A. core courses offered weeknights or during the day on the main campus and online. Human Resource Management courses offered weeknights on the main campus, online and few courses may be offered alternating weekends.
- Program can be completed in as little as 21 months.
- Program begins five times annually with starts in August, October, January, March, and May.

For more information about the program, please contact:

The Office of Graduate Admissions

(954) 262-5168
1-800-672-7223 ext. 25168
hcbeinfo@nova.edu

Curriculum Guide

Total credits: 40-49

M.B.A. Core Courses (22-31 total credits)

HUMAN RESOURCE MANAGEMENT CONCENTRATION COURSES

(18 TOTAL CREDITS)

- HRM 5310 Managing Human Resources
- HRM 5360 Human Resource Development
- HRM 5365 Talent Management
- HRM 5375 Managing Total Rewards
- HRM 5380 Employee Relations

Choose one from the following:

- HRM 5355 Strategic Human Resource Management
- MGT 5680 Management Internship

Current students: Please consult your Academic Advisor for program requirements or access SharkLink for your CAPP report. Program requirements are subject to change, and your Academic Advisor or CAPP report can provide you with the courses required for your catalog term.

M.B.A. Core Courses

EACH OF THE FOLLOWING IS REQUIRED (22-31 TOTAL CREDITS)

- ACT 5001 Introductory Accounting*
- FIN 5008 Business Finance**
- QNT 5000 Foundations of Business Statistics**
- MGT 5001 Developing Academic and Career Success***
- MGT 5105 Managing Organizational Behavior in a Dynamic and Complex World***
- MKT 5125 Marketing Decisions for Managers
- FIN 5130 Financial Management
- ACT 5140 Accounting for Decision Makers
- ISM 5150 Information Systems Strategy and Data Management

QNT 5160 Data Driven Decision Making

MGT 5170 Applying Strategy for Managers

* Course may be waived at the discretion of the department chair or designee. Waivers will only be considered when an equivalent course with a grade of C has been earned in the past 10 years

** Waivers will only be considered when an equivalent course with a grade of B- has been earned in the past 5 years

*** Students must take MGT 5001 and MGT 5105 in their first term.

Current students: Please consult your Academic Advisor for program requirements or access SharkLink for your CAPP report. Program requirements are subject to change, and your Academic Advisor or CAPP report can provide you with the courses required for your catalog term.

Course Descriptions

Full-Time professionals are available to discuss course content in greater detail with you. Simply contact your Admissions Manager at 800.672.7223 Ext. 25168 or use the Contact Us link.

ACT 5001 Introductory Accounting (3.00 cr.)

An accelerated introductory course stressing the essential elements of accounting skills that will be used in the master's degree program. Managerial uses of accounting data and preparation of financial statements will be covered in this course. Course satisfies program prerequisite of financial accounting for master's degree programs.

ACT 5140 Accounting for Decision Makers (3.00 cr.)

This course focuses on the various ways decision makers in all organizations can use accounting information. The focus is NOT to train students to produce accounting information. Rather, the focus is to train students to interpret, evaluate, and use accounting information. Accounting information can be used to support a variety of real world decisions, including evaluating an organization's financial position, planning future activities (short and long-term), motivating behavior, and evaluating performance. We will discuss both financial accounting (focusing on external users of accounting information) and managerial accounting (focusing on internal users of accounting information). We will also discuss the regulatory environment that governs financial accounting. We will discuss international accounting issues such as International Financial Reporting Standards (IFRS) and transfer prices. Prerequisites: ACT 5001 or equivalent and QNT 5000 or equivalent with grade of B-or better and no older than 5 years.

FIN 5008 Business Finance (3.00 cr.)

An accelerated introductory course stressing the essential elements of finance knowledge. Course satisfies program prerequisite of finance for master's degree programs. Financial management as it applies to organizations, time value of money concepts and applications, discounted cash flows and securities valuation will be covered in this course as well as preparation of financial statements and managerial uses of accounting data.

FIN 5130 Financial Management (3.00 cr.)

Students will gain a working knowledge of financial management by learning to develop a systematic approach to financial analysis; to apply techniques for planning, forecasting, and managing; as well as to evaluate and recommend improvements in the organization's financial performance. Prerequisite Change: FIN 5008 or FINP 5008 or equivalent with a grade of B- or better. Prerequisite courses can be no older than 5 years

ISM 5150 Information Systems Strategy and Data Management (3.00 cr.)

Information and communication technologies and their strategic application in business processes are essential components of today's global business environment. This course explores the use of information systems and data management in a business setting to build innovative business models and systems, optimize business processes, capture and leverage valuable data, and deploy strategies for creating competitive advantage. The implementation and use of these systems to build strategic partnerships and customer relationships are also discussed.

MGT 5001 Developing Academic and Career Success (1.00 cr.)

This course focuses on preparing students for academic and career success. Topics include working effectively in teams, academic writing and research skills, networking, business ethics, social responsibility, sustainability and leadership qualities for effective performance in the work place. Through formal and informal interactions with faculty and business leaders, students will examine, explore and practice skills necessary to perform successfully in their academic and professional life.

MGT 5105 Managing Organizational Behavior in a Dynamic and Complex World (3.00 cr.)

Students will gain a thorough understanding of individual, group and organizational behavior. Students will utilize this knowledge to build practical skills in leading individuals and teams to high performance. Through a variety of teaching methods, students will learn to diagnose their business environment, identify and analyze problems, and develop sound, creative and socially-responsible solutions to help their organizations thrive in a complex and uncertain world.

MGT 5170 Applying Strategy for Managers (3.00 cr.)

Students will integrate knowledge across the fields studied in the MBA program and apply entrepreneurial and strategic practices to organizations of varying sizes. The goal is to create value for the organization and shareholders and ensure sustainable growth. Students will use critical thinking skills to formulate, implement and evaluate strategic decisions in a dynamic, competitive, regulated, global environment. Throughout the course, students will apply strategic management concepts to real world and simulated situations and assess the effect on competitive advantage. Prerequisites: MGT 5105 or MGT 5020, and MKT 5125 or MKT 5070, and FIN 5130 or FIN 5080 or FIN 5970 or FIN 5805, and ACT 5140 or ACT 5060 or ACT 5809, and ISM 5150 or ISM 5085 or ISM 5014, and QNT 5160 or QNT 5040.

MKT 5125 Marketing Decisions for Managers (3.00 cr.)

Students will gain a working knowledge of the decisions marketing managers make by learning to think strategically. Students will develop marketing plans aligning marketing decisions and strategies. Students will be able to implement marketing decisions to optimize customer and organizational value.

QNT 5000 Foundations of Business Statistics (3.00 cr.)

This course covers collection, description, analysis, interpretation, and presentation of data to support business decision making. Probability distributions, central limit theorem, statistical inference for uni-variate data; correlation analysis and introduction to linear regression modeling and their application to real world business problems are discussed. The data analysis capabilities of Microsoft Excel are integrated throughout the course.

QNT 5160 Data Driven Decision Making (3.00 cr.)

Data is rapidly becoming one of our most important and valuable business assets. This course covers the concepts and practices of decision-making with the application of analytical methods that can leverage the value of that data. Students will gain a working knowledge of various quantitative models and techniques such as simulation, queueing and forecasting. Emphasis will be given to decisions that must be made in a real world environment where the explicit consideration of risk and uncertainty is a critical factor. Decision-making applications will include operational areas such as capacity planning, demand management, and inventory control. Prerequisites: QNTP 5000 or QNTP 5002 with a grade of B- or better and FINP 5001 or FINP 5008 with a grade of B- or better. Prerequisite courses can be no older than 5 years.

Course Descriptions

Full-Time professionals are available to discuss the M.B.A. with a Concentration in Human Resource Management curriculum with you in greater detail. Simply call 800.672.7223 Ext. 25168 or contact our Enrollment Services Staff.

COURSE DESCRIPTIONS

HRM 5310 Managing Human Resources (3.00 cr.)

Students will gain a working knowledge of planning, organizing, and managing human resource systems; and will gain hands-on abilities to design, direct, and assess human resource systems in enhancing relationships with internal and external customers, leading to organizational effectiveness.

HRM 5360 Human Resource Development (3.00 cr.)

This course addresses the entire range of topics that have traditionally been included in an organization's HRD function such as designing systems of instruction as well as content that reflects the future of HRD such as job aids and electronic performance support systems. The course will focus on various aspects of a corporate training and development function, training program design and development, various methods and media for training delivery, 17 different training applications, and various resources available for HRD efforts. Students will analyze an aspect of their organization's HRD efforts. Prerequisite: HRM 5310 or HRM 5030.

HRM 5365 Talent Management (3.00 cr.)

This course focuses on the strategies and tools that human resource professionals use to create organizational excellence by identifying high quality talent; creation of technological strategies to recruit high quality talent; development of systems that will provide highest levels of both personal and professional development and growth within the organization; creation of promotional and cross-functional systems that will talent strength the organization; development of retention strategies that tie rewards to performance of talent; creation of workforce planning systems that will provide succession planning of best talent within the organization; and utilization of technological systems to support these functions within human resources. Prerequisite: HRM 5310 or HRM 5030.

HRM 5375 Managing Total Rewards (3.00 cr.)

This course examines the strategies and options available to maintain employee health, as well as compensation administration. Job evaluation, incentive systems, and work sampling will be considered. A strong course focus will be on pay for performance. Innovative approaches that have been used by a variety of organizations will be studied. Prerequisite: HRM 5310 or HRM 5030.

HRM 5380 Employee Relations (3.00 cr.)

An in-depth examination of labor relations, covering collective bargaining, contract negotiation, contract administration, mediation, arbitration, and other types of dispute resolution case problems based on actual situations that are utilized to acquaint students with union-management relations. Prerequisite: HRM 5375.

Prerequisite Courses

The following prerequisite courses are built into the M.B.A. core curriculum.

ACT 5001 Introductory Accounting*

FIN 5008 Business Finance**

QNT 5000 Foundations of Business Statistics**

* Course may be waived at the discretion of the department chair or designee. Waivers will only be considered when an equivalent course with a grade of C has been earned in the past 10 years

** Waivers will only be considered when an equivalent course with a grade of B- has been earned in the past 5 years

Students have two options for satisfying a program prerequisite course:

Complete course(s) offered by the H. Wayne Huizenga College of Business and Entrepreneurship;

Complete a proficiency examination administered by a testing organization that has national recognition, such as CLEP and DANTES. Students selecting this option must complete the requirements within their first two semesters with HCBE. After the second semester, courses must be completed with HCBE. Official transcripts must be received by the office of Academic Advising one week prior to students seeking to register for courses requiring the prerequisite requirement.